

HRIS Date Definitions

Field	Definition
Original Hire Date	First record in PS regardless of employee class
Hire Date	First record in PS regardless of employee class
Rehire Date	Most recent rehire date, regardless of employee class – history is kept
Employee Hire Date	First hire date in PS as an LBNL employee. (first date in any class other than guest or contract labor)
Employee Rehire Date	Most recent rehire date as an LBNL employee. (first date in any class other than guest or contract labor)
Service Date	<p>This date drives vacation accrual and service pin awards.</p> <p>If an employee has prior UC, LLNL, LANL, or CA state employment, those dates are added to the employee's LBNL service calculation. Breaks in service do not matter; employment of <50% time is not included. If an employee goes on LWOP for >30 days, this is subtracted from the service date. Indeterminate time does not count.</p>
Company Seniority Date	<p>This date is used for determining seniority for RIF's. Severance calculations do not include prior UC service.</p> <p>If an employee has prior UC, LLNL, LANL service (with no break in service) when starting at LBNL, those dates are added to the employee's LBNL seniority calculation. Employment of <50% time is not included; any period of LWOP >30 days is not included; any period of time between 50% and 100% is pro-rated. Indeterminate time does not count.</p>

*Note: This document only defines LBNL dates as tracked in PeopleSoft HRIS. This does not provide definition for UC dates, such as UCRP (Retirement System) entry date.